

Using the Group as a Reflective Tool in Supervision

(Time 20/30 minutes)

Step 1: Choose and supervisor and supervisee.

Supervisor explains how the group is going to reflect together. Group members are to remain silent and to focus on their experience, their own responses, emotional and physical. Group members are discouraged from problem solving.

Supervisor works with the supervisee (5/10 minutes) who explains the issue they want to reflect on. The Supervisor may ask the supervisee what they would like to be different at the end of this session.

Step 2: Supervisee now sits back and supervisor works with group.

Supervisee sits slightly out of the group and listens. The group is asked to direct their feedback to the supervisor rather than the supervisee. This is why the supervisee sits slightly outside of the group. The Supervisor protects and filters responses for the supervisee to avoid them being overloaded with information and feelings. This approach also keeps the focus on what each member of the group is experiencing rather than offering advice to the supervisee.

Group members take it in turn to briefly share what they experienced as they listened.

After the last person has spoken the supervisor may chose to also share their experience. Supervisor can also choose to summarise what has been said at the end.

Supervisor works again with the supervisee. What has echoed or resonated for you? Again the Supervisor explains to the group they are to adopt the posture of Step 1. Notice what is happening as they listen and any images that arise.

After 10/15 minutes, supervisee sits back (step 2) and Supervisor asks each group member to again say what they felt. Summarise for the supervisee if necessary.

You can repeat Step 1 again or move to Step 3 (depending on supervisor's judgement and the time available).

Step 3: Supervisor asks supervisee to say how they now feel.

Has anything shifted for you ? Has anything become clearer?

Review

Build in 5/10 minutes at the end for feedback and review. Supervisor invites group members to look at how they felt being part of the process.

Begin with the supervisee group members are invited to identify their learning from the experience.